

DATE 02/05/2013

HB Joint Approps SUB  
Natural Resources and  
Transportation

	A	B	C	D	I	J	K	L
1	Department of Fish, Wildlife & Parks							
2	Broadband Pay Adjustment Summary							
			Initial					
			Base	Initial % of	Adjusted %	Adjusted	2010	2010
			Hourly	market	of market	Base Hourly	Market	Market
3	Band	Position Title	Rate	midpoint	midpoint	Pay Rate	Minimum	Midpoint
4								
5	01	Survey Interviewer	\$8.500	61%	63%	\$8.755	\$11.606	\$13.933
6	01	Survey Interviewer	\$11.039	79%	no change		\$11.606	\$13.933
7	01	Survey Interviewer	\$11.379	82%	no change		\$11.606	\$13.933
8	02	Accounting Clerk	\$11.462	93%	96%	\$11.806	\$10.280	\$12.340
9	02	Administrative Clerk	\$8.550	69%	87%	\$10.691	\$10.277	\$12.338
10	02	Administrative Clerk	\$8.793	71%	87%	\$10.691	\$10.277	\$12.338
11	02	Administrative Clerk	\$10.053	81%	87%	\$10.691	\$10.277	\$12.338
12	02	Administrative Clerk	\$13.151	107%	no change		\$10.277	\$12.338
13	02	Conservation Aide	\$8.520	76%	97%	\$10.959	\$9.371	\$11.250
14	02	Conservation Aide	\$8.520	76%	97%	\$10.959	\$9.371	\$11.250
15	02	Conservation Aide	\$8.520	76%	97%	\$10.959	\$9.371	\$11.250
16	02	Conservation Aide	\$8.775	78%	97%	\$10.959	\$9.371	\$11.250
17	02	Conservation Aide	\$9.645	86%	97%	\$10.959	\$9.371	\$11.250
18	02	Conservation Aide	\$9.645	86%	97%	\$10.959	\$9.371	\$11.250
19	02	Conservation Aide	\$9.683	86%	97%	\$10.959	\$9.371	\$11.250
20	02	Conservation Aide	\$9.900	88%	97%	\$10.959	\$9.371	\$11.250
21	02	Conservation Aide	\$10.197	91%	97%	\$10.959	\$9.371	\$11.250
22	02	Conservation Aide	\$10.197	91%	97%	\$10.959	\$9.371	\$11.250
23	02	Conservation Aide	\$10.197	91%	97%	\$10.959	\$9.371	\$11.250
24	02	Conservation Aide	\$10.197	91%	97%	\$10.959	\$9.371	\$11.250
25	02	Conservation Aide	\$10.224	91%	97%	\$10.959	\$9.371	\$11.250
26	02	Conservation Aide	\$10.486	93%	97%	\$10.959	\$9.371	\$11.250
27	02	Conservation Aide	\$10.752	96%	98%	\$11.074	\$9.371	\$11.250
28	02	Conservation Aide	\$10.752	96%	98%	\$11.074	\$9.371	\$11.250
29	02	Conservation Aide	\$10.752	96%	98%	\$11.074	\$9.371	\$11.250
30	02	Conservation Aide	\$10.752	96%	98%	\$11.074	\$9.371	\$11.250
31	02	Conservation Aide	\$10.752	96%	98%	\$11.074	\$9.371	\$11.250
32	02	Conservation Aide	\$10.751	96%	98%	\$11.074	\$9.371	\$11.250
33	02	Conservation Aide	\$10.650	95%	98%	\$10.970	\$9.371	\$11.250
34	02	Conservation Aide	\$10.640	95%	97%	\$10.959	\$9.371	\$11.250
35	02	Conservation Aide	\$11.126	99%	100%	\$11.250	\$9.371	\$11.250
36	02	Conservation Aide	\$13.000	116%	no change		\$9.371	\$11.250
37	02	Conservation Aide	\$11.627	103%	no change		\$9.371	\$11.250
38	02	Groundskeeper	\$8.052	68%	86%	\$10.124	\$9.829	\$11.799
39	02	Groundskeeper	\$8.052	68%	86%	\$10.124	\$9.829	\$11.799
40	02	Groundskeeper	\$8.052	68%	86%	\$10.124	\$9.829	\$11.799
41	02	Groundskeeper	\$8.290	70%	86%	\$10.124	\$9.829	\$11.799



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
42	02	Groundskeeper	\$8.542	72%	86%	\$10.124	\$9.829	\$11.799
43	02	Groundskeeper	\$8.542	72%	86%	\$10.124	\$9.829	\$11.799
44	02	Groundskeeper	\$9.000	76%	86%	\$10.124	\$9.829	\$11.799
45	02	Groundskeeper	\$9.060	77%	86%	\$10.124	\$9.829	\$11.799
46	02	Groundskeeper	\$9.128	77%	86%	\$10.124	\$9.829	\$11.799
47	02	Groundskeeper	\$9.278	79%	86%	\$10.124	\$9.829	\$11.799
48	02	Groundskeeper	\$9.332	79%	86%	\$10.124	\$9.829	\$11.799
49	02	Groundskeeper	\$9.332	79%	86%	\$10.124	\$9.829	\$11.799
50	02	Groundskeeper	\$9.332	79%	86%	\$10.124	\$9.829	\$11.799
51	02	Groundskeeper	\$9.332	79%	86%	\$10.124	\$9.829	\$11.799
52	02	Groundskeeper	\$9.332	79%	86%	\$10.124	\$9.829	\$11.799
53	02	Groundskeeper	\$9.418	80%	86%	\$10.124	\$9.829	\$11.799
54	02	Groundskeeper	\$9.683	82%	86%	\$10.124	\$9.829	\$11.799
55	02	Groundskeeper	\$11.380	96%	99%	\$11.721	\$9.829	\$11.799
56	02	Groundskeeper	\$11.371	96%	99%	\$11.712	\$9.829	\$11.799
57	02	Groundskeeper	\$11.371	96%	99%	\$11.712	\$9.829	\$11.799
58	02	Groundskeeper	\$11.480	97%	100%	\$11.799	\$9.829	\$11.799
59	02	Groundskeeper	\$10.580	90%	92%	\$10.897	\$9.829	\$11.799
60	02	Groundskeeper	\$10.269	87%	90%	\$10.577	\$9.829	\$11.799
61	02	Groundskeeper	\$10.053	85%	88%	\$10.354	\$9.829	\$11.799
62	02	Groundskeeper	\$10.053	85%	88%	\$10.354	\$9.829	\$11.799
63	02	Groundskeeper	\$10.053	85%	88%	\$10.354	\$9.829	\$11.799
64	02	Groundskeeper	\$10.053	85%	88%	\$10.354	\$9.829	\$11.799
65	02	Groundskeeper	\$10.053	85%	88%	\$10.354	\$9.829	\$11.799
66	02	Groundskeeper	\$10.053	85%	88%	\$10.354	\$9.829	\$11.799
67	02	Groundskeeper	\$10.053	85%	88%	\$10.354	\$9.829	\$11.799
68	02	Groundskeeper	\$10.053	85%	88%	\$10.354	\$9.829	\$11.799
69	02	Groundskeeper	\$9.956	84%	87%	\$10.255	\$9.829	\$11.799
70	02	Mail Clerk	\$10.720	96%	97%	\$10.848	\$9.331	\$11.202
71	02	Maintenance Worker	\$9.109	76%	92%	\$11.000	\$9.931	\$11.922
72	02	Maintenance Worker	\$9.109	76%	92%	\$11.000	\$9.931	\$11.922
73	02	Maintenance Worker	\$9.380	79%	92%	\$11.000	\$9.931	\$11.922
74	02	Maintenance Worker	\$9.380	79%	92%	\$11.000	\$9.931	\$11.922
75	02	Maintenance Worker	\$9.382	79%	92%	\$11.000	\$9.931	\$11.922
76	02	Maintenance Worker	\$9.382	79%	92%	\$11.000	\$9.931	\$11.922
77	02	Maintenance Worker	\$9.664	81%	92%	\$11.000	\$9.931	\$11.922
78	02	Maintenance Worker	\$9.900	83%	92%	\$11.000	\$9.931	\$11.922
79	02	Maintenance Worker	\$10.550	88%	92%	\$11.000	\$9.931	\$11.922
80	02	Maintenance Worker	\$10.558	89%	92%	\$11.000	\$9.931	\$11.922



	A	B	C	D	I	J	K	L
3	Band	Position Title	Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
81	02	Maintenance Worker	\$10.558	89%	92%	\$11.000	\$9.931	\$11.922
82	02	Maintenance Worker	\$10.558	89%	92%	\$11.000	\$9.931	\$11.922
83	02	Maintenance Worker	\$10.558	89%	92%	\$11.000	\$9.931	\$11.922
84	02	Maintenance Worker	\$11.386	96%	98%	\$11.728	\$9.931	\$11.922
85	02	Maintenance Worker	\$11.371	95%	98%	\$11.712	\$9.931	\$11.922
86	02	Maintenance Worker	\$10.804	91%	93%	\$11.128	\$9.931	\$11.922
87	02	Maintenance Worker	\$10.699	90%	92%	\$11.020	\$9.931	\$11.922
88	02	Maintenance Worker	\$13.008	109%	no change		\$9.931	\$11.922
89	02	Maintenance Worker	\$11.993	101%	no change		\$9.931	\$11.922
90	02	Survey Interviewer	\$9.455	78%	81%	\$9.739	\$10.072	\$12.091
91	02	Tour Guide	\$8.052	68%	85%	\$10.060	\$9.829	\$11.799
92	02	Tour Guide	\$8.052	68%	85%	\$10.060	\$9.829	\$11.799
93	02	Tour Guide	\$8.052	68%	85%	\$10.060	\$9.829	\$11.799
94	02	Tour Guide	\$8.052	68%	85%	\$10.060	\$9.829	\$11.799
95	02	Tour Guide	\$8.052	68%	85%	\$10.060	\$9.829	\$11.799
96	02	Tour Guide	\$8.293	70%	85%	\$10.060	\$9.829	\$11.799
97	02	Tour Guide	\$8.293	70%	85%	\$10.060	\$9.829	\$11.799
98	02	Tour Guide	\$9.332	79%	85%	\$10.060	\$9.829	\$11.799
99	02	Tour Guide	\$9.332	79%	85%	\$10.060	\$9.829	\$11.799
100	02	Tour Guide	\$10.053	85%	88%	\$10.354	\$9.829	\$11.799
101	03	Accounting Technician	\$11.000	74%	86%	\$12.702	\$12.332	\$14.805
102	03	Accounting Technician	\$11.642	79%	86%	\$12.702	\$12.332	\$14.805
103	03	Accounting Technician	\$12.200	82%	86%	\$12.702	\$12.332	\$14.805
104	03	Administrative Assistant	\$9.640	67%	90%	\$12.854	\$11.931	\$14.323
105	03	Administrative Assistant	\$9.930	69%	90%	\$12.854	\$11.931	\$14.323
106	03	Administrative Assistant	\$9.930	69%	90%	\$12.854	\$11.931	\$14.323
107	03	Administrative Assistant	\$10.150	71%	90%	\$12.854	\$11.931	\$14.323
108	03	Administrative Assistant	\$10.240	71%	90%	\$12.854	\$11.931	\$14.323
109	03	Administrative Assistant	\$10.500	73%	90%	\$12.854	\$11.931	\$14.323
110	03	Administrative Assistant	\$10.500	73%	90%	\$12.854	\$11.931	\$14.323
111	03	Administrative Assistant	\$10.530	74%	90%	\$12.854	\$11.931	\$14.323
112	03	Administrative Assistant	\$10.547	74%	90%	\$12.854	\$11.931	\$14.323
113	03	Administrative Assistant	\$11.500	80%	90%	\$12.854	\$11.931	\$14.323
114	03	Administrative Assistant	\$11.500	80%	90%	\$12.854	\$11.931	\$14.323
115	03	Administrative Assistant	\$11.551	81%	90%	\$12.854	\$11.931	\$14.323
116	03	Administrative Assistant	\$12.041	84%	90%	\$12.854	\$11.931	\$14.323
117	03	Administrative Assistant	\$12.050	84%	90%	\$12.854	\$11.931	\$14.323
118	03	Administrative Assistant	\$12.413	87%	90%	\$12.854	\$11.931	\$14.323
119	03	Administrative Assistant	\$12.413	87%	90%	\$12.854	\$11.931	\$14.323



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
120	03	Administrative Assistant	\$12.413	87%	90%	\$12.854	\$11.931	\$14.323
121	03	Administrative Assistant	\$12.413	87%	90%	\$12.854	\$11.931	\$14.323
122	03	Administrative Assistant	\$12.413	87%	90%	\$12.854	\$11.931	\$14.323
123	03	Administrative Assistant	\$12.413	87%	90%	\$12.854	\$11.931	\$14.323
124	03	Administrative Assistant	\$12.413	87%	90%	\$12.854	\$11.931	\$14.323
125	03	Administrative Assistant	\$13.672	95%	98%	\$14.082	\$11.931	\$14.323
126	03	Administrative Assistant	\$13.672	95%	98%	\$14.082	\$11.931	\$14.323
127	03	Administrative Assistant	\$13.672	95%	98%	\$14.082	\$11.931	\$14.323
128	03	Administrative Assistant	\$13.672	95%	98%	\$14.082	\$11.931	\$14.323
129	03	Administrative Assistant	\$13.672	95%	98%	\$14.082	\$11.931	\$14.323
130	03	Administrative Assistant	\$13.393	94%	96%	\$13.795	\$11.931	\$14.323
131	03	Administrative Assistant	\$13.179	92%	95%	\$13.574	\$11.931	\$14.323
132	03	Administrative Assistant	\$12.914	90%	93%	\$13.301	\$11.931	\$14.323
133	03	Administrative Assistant	\$12.912	90%	93%	\$13.300	\$11.931	\$14.323
134	03	Administrative Assistant	\$12.725	89%	92%	\$13.107	\$11.931	\$14.323
135	03	Administrative Assistant	\$14.895	104%	no change		\$11.931	\$14.323
136	03	Administrative Assistant	\$15.261	107%	no change		\$11.931	\$14.323
137	03	Administrative Assistant	\$15.175	106%	no change		\$11.931	\$14.323
138	03	Administrative Assistant	\$16.000	112%	no change		\$11.931	\$14.323
139	03	Biological Lab Technician	\$12.260	82%	91%	\$13.555	\$12.414	\$14.903
140	03	Biological Lab Technician	\$12.260	82%	91%	\$13.555	\$12.414	\$14.903
141	03	Conservation Technician	\$10.000	74%	86%	\$11.577	\$11.245	\$13.499
142	03	Conservation Technician	\$10.224	76%	86%	\$11.577	\$11.245	\$13.499
143	03	Conservation Technician	\$10.224	76%	86%	\$11.577	\$11.245	\$13.499
144	03	Conservation Technician	\$10.224	76%	86%	\$11.577	\$11.245	\$13.499
145	03	Conservation Technician	\$10.486	78%	86%	\$11.577	\$11.245	\$13.499
146	03	Conservation Technician	\$10.650	79%	86%	\$11.577	\$11.245	\$13.499
147	03	Conservation Technician	\$10.650	79%	86%	\$11.577	\$11.245	\$13.499
148	03	Conservation Technician	\$10.751	80%	86%	\$11.577	\$11.245	\$13.499
149	03	Conservation Technician	\$12.500	93%	95%	\$12.875	\$11.245	\$13.499
150	03	Conservation Technician	\$11.845	88%	90%	\$12.200	\$11.245	\$13.499
151	03	Conservation Technician	\$13.977	104%	no change		\$11.245	\$13.499
152	03	Legal Secretary	\$12.810	90%	92%	\$13.194	\$11.892	\$14.276
153	03	Lithographic Press Operator	\$12.245	85%	89%	\$12.751	\$11.938	\$14.331
154	03	Maintenance Worker	\$13.560	95%	98%	\$13.967	\$11.917	\$14.306
155	03	Maintenance Worker	\$12.608	88%	91%	\$12.986	\$11.917	\$14.306
156	03	Maintenance Worker	\$14.459	101%	no change		\$11.917	\$14.306
157	03	Statistical Assistant	\$12.270	64%	66%	\$12.659	\$16.039	\$19.255
158	03	Statistical Assistant	\$12.276	64%	66%	\$12.659	\$16.039	\$19.255



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
159	03	Warehouse Worker	\$12.077	87%	97%	\$13.452	\$11.606	\$13.933
160	04	Accounting Technician	\$13.500	76%	86%	\$15.243	\$14.799	\$17.766
161	04	Accounting Technician	\$14.799	83%	86%	\$15.243	\$14.799	\$17.766
162	04	Accounting Technician	\$14.799	83%	86%	\$15.243	\$14.799	\$17.766
163	04	Accounting Technician	\$14.910	84%	86%	\$15.243	\$14.799	\$17.766
164	04	Accounting Technician	\$15.175	85%	86%	\$15.243	\$14.799	\$17.766
165	04	Accounting Technician	\$15.770	89%	no change		\$14.799	\$17.766
166	04	Administrative Assistant	\$16.044	93%	96%	\$16.526	\$14.317	\$17.188
167	04	Administrative Assistant	\$16.040	93%	96%	\$16.521	\$14.317	\$17.188
168	04	Administrative Assistant	\$15.261	89%	91%	\$15.719	\$14.317	\$17.188
169	04	Administrative Assistant	\$16.844	98%	100%	\$17.188	\$14.317	\$17.188
170	04	Administrative Assistant	\$17.472	102%	no change		\$14.317	\$17.188
171	04	Administrative Support Sup	\$13.160	67%	87%	\$17.098	\$16.460	\$19.760
172	04	Administrative Support Sup	\$18.555	94%	97%	\$19.112	\$16.460	\$19.760
173	04	Administrative Support Sup	\$18.555	94%	97%	\$19.112	\$16.460	\$19.760
174	04	Administrative Support Sup	\$18.555	94%	97%	\$19.112	\$16.460	\$19.760
175	04	Administrative Support Sup	\$18.555	94%	97%	\$19.112	\$16.460	\$19.760
176	04	Administrative Support Sup	\$17.472	88%	91%	\$17.997	\$16.460	\$19.760
177	04	Administrative Support Sup	\$17.129	87%	89%	\$17.643	\$16.460	\$19.760
178	04	Administrative Support Sup	\$17.123	87%	89%	\$17.637	\$16.460	\$19.760
179	04	Administrative Support Sup	\$17.120	87%	89%	\$17.634	\$16.460	\$19.760
180	04	Administrative Support Sup	\$17.120	87%	89%	\$17.634	\$16.460	\$19.760
181	04	Administrative Support Sup	\$20.498	104%	no change		\$16.460	\$19.760
182	04	Administrative Support Sup	\$18.555	94%	97%	\$19.112	\$16.460	\$19.760
183	04	Biological Lab Technician	\$14.060	79%	91%	\$16.264	\$14.898	\$17.884
184	04	Compliance Technician	\$16.000	86%	89%	\$16.480	\$15.474	\$18.576
185	04	Computer Support Technician	\$16.577	86%	89%	\$17.075	\$16.027	\$19.240
186	04	Computer Support Technician	\$14.500	75%	82%	\$15.780	\$16.027	\$19.240
187	04	Conservation Technician	\$12.260	76%	86%	\$13.895	\$13.494	\$16.199
188	04	Conservation Technician	\$12.269	76%	86%	\$13.895	\$13.494	\$16.199
189	04	Conservation Technician	\$12.269	76%	86%	\$13.895	\$13.494	\$16.199
190	04	Conservation Technician	\$12.269	76%	86%	\$13.895	\$13.494	\$16.199
191	04	Conservation Technician	\$12.269	76%	86%	\$13.895	\$13.494	\$16.199
192	04	Conservation Technician	\$12.630	78%	86%	\$13.895	\$13.494	\$16.199
193	04	Conservation Technician	\$12.637	78%	86%	\$13.895	\$13.494	\$16.199
194	04	Conservation Technician	\$13.010	80%	86%	\$13.895	\$13.494	\$16.199
195	04	Conservation Technician	\$13.016	80%	86%	\$13.895	\$13.494	\$16.199
196	04	Conservation Technician	\$13.016	80%	86%	\$13.895	\$13.494	\$16.199
197	04	Conservation Technician	\$13.019	80%	86%	\$13.895	\$13.494	\$16.199



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			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
198	04	Conservation Technician	\$15.337	95%	98%	\$15.797	\$13.494	\$16.199
199	04	Conservation Technician	\$15.337	95%	98%	\$15.797	\$13.494	\$16.199
200	04	Conservation Technician	\$15.337	95%	98%	\$15.797	\$13.494	\$16.199
201	04	Conservation Technician	\$14.214	88%	90%	\$14.640	\$13.494	\$16.199
202	04	Conservation Technician	\$14.214	88%	90%	\$14.640	\$13.494	\$16.199
203	04	Conservation Technician	\$14.214	88%	90%	\$14.640	\$13.494	\$16.199
204	04	Conservation Technician	\$14.214	88%	90%	\$14.640	\$13.494	\$16.199
205	04	Conservation Technician	\$14.214	88%	90%	\$14.640	\$13.494	\$16.199
206	04	Conservation Technician	\$14.214	88%	90%	\$14.640	\$13.494	\$16.199
207	04	Conservation Technician	\$14.210	88%	90%	\$14.636	\$13.494	\$16.199
208	04	Conservation Technician	\$14.000	86%	89%	\$14.420	\$13.494	\$16.199
209	04	Conservation Technician	\$13.800	85%	88%	\$14.214	\$13.494	\$16.199
210	04	Conservation Technician	\$13.800	85%	88%	\$14.214	\$13.494	\$16.199
211	04	Conservation Technician	\$13.800	85%	88%	\$14.214	\$13.494	\$16.199
212	04	Conservation Technician	\$13.626	84%	87%	\$14.035	\$13.494	\$16.199
213	04	Conservation Technician	\$13.500	83%	86%	\$13.905	\$13.494	\$16.199
214	04	Conservation Technician	\$13.500	83%	86%	\$13.905	\$13.494	\$16.199
215	04	Conservation Technician	\$15.800	98%	100%	\$16.199	\$13.494	\$16.199
216	04	Conservation Technician	\$15.800	98%	100%	\$16.199	\$13.494	\$16.199
217	04	Conservation Technician	\$15.800	98%	100%	\$16.199	\$13.494	\$16.199
218	04	Conservation Technician	\$15.800	98%	100%	\$16.199	\$13.494	\$16.199
219	04	Conservation Technician	\$15.800	98%	100%	\$16.199	\$13.494	\$16.199
220	04	Conservation Technician	\$15.800	98%	100%	\$16.199	\$13.494	\$16.199
221	04	Conservation Technician	\$15.800	98%	100%	\$16.199	\$13.494	\$16.199
222	04	Conservation Technician	\$15.800	98%	100%	\$16.199	\$13.494	\$16.199
223	04	Conservation Technician	\$15.800	98%	100%	\$16.199	\$13.494	\$16.199
224	04	Conservation Technician	\$15.801	98%	100%	\$16.199	\$13.494	\$16.199
225	04	Conservation Technician	\$16.242	100%	no change		\$13.494	\$16.199
226	04	Customer Service	\$15.920	99%	100%	\$16.125	\$13.432	\$16.125
227	04	Desktop Publisher	\$14.600	86%	89%	\$15.038	\$14.137	\$16.971
228	04	Equipment Mechanic	\$14.000	71%	86%	\$16.993	\$16.498	\$19.805
229	04	Equipment Mechanic	\$14.000	71%	86%	\$16.993	\$16.498	\$19.805
230	04	Equipment Mechanic	\$14.000	71%	86%	\$16.993	\$16.498	\$19.805
231	04	Fish Wildlife Parks Warden Trn	\$12.655	74%	85%	\$14.575	\$14.320	\$17.191
232	04	Fish Wildlife Parks Warden Trn	\$12.655	74%	85%	\$14.575	\$14.320	\$17.191
233	04	Human Resource Assistant	\$16.691	93%	96%	\$17.191	\$14.898	\$17.885
234	04	Human Resource Assistant	\$16.693	93%	96%	\$17.194	\$14.898	\$17.885
235	04	Human Resource Assistant	\$16.686	93%	96%	\$17.187	\$14.898	\$17.885
236	04	Maintenance Worker	\$12.608	73%	87%	\$14.987	\$14.300	\$17.167



	A	B	C	D	I	J	K	L
			Initial					
			Base	Initial % of	Adjusted %	Adjusted	2010	2010
			Hourly	market	of market	Base Hourly	Market	Market
3	Band	Position Title	Rate	midpoint	midpoint	Pay Rate	Minimum	Midpoint
237	04	Maintenance Worker	\$12.608	73%	87%	\$14.987	\$14.300	\$17.167
238	04	Maintenance Worker	\$12.608	73%	87%	\$14.987	\$14.300	\$17.167
239	04	Maintenance Worker	\$12.608	73%	87%	\$14.987	\$14.300	\$17.167
240	04	Maintenance Worker	\$12.630	74%	87%	\$14.987	\$14.300	\$17.167
241	04	Maintenance Worker	\$13.009	76%	87%	\$14.987	\$14.300	\$17.167
242	04	Maintenance Worker	\$13.353	78%	87%	\$14.987	\$14.300	\$17.167
243	04	Maintenance Worker	\$13.977	81%	87%	\$14.987	\$14.300	\$17.167
244	04	Maintenance Worker	\$15.748	92%	94%	\$16.220	\$14.300	\$17.167
245	04	Maintenance Worker	\$15.749	92%	94%	\$16.221	\$14.300	\$17.167
246	04	Maintenance Worker	\$15.749	92%	94%	\$16.221	\$14.300	\$17.167
247	04	Maintenance Worker	\$15.749	92%	94%	\$16.221	\$14.300	\$17.167
248	04	Maintenance Worker	\$15.749	92%	94%	\$16.221	\$14.300	\$17.167
249	04	Maintenance Worker	\$14.605	85%	88%	\$15.044	\$14.300	\$17.167
250	04	Park Naturalist	\$12.630	48%	62%	\$16.573	\$22.132	\$26.569
251	04	Park Naturalist	\$12.630	48%	62%	\$16.573	\$22.132	\$26.569
252	04	Park Naturalist	\$13.009	49%	62%	\$16.573	\$22.132	\$26.569
253	04	Park Naturalist	\$14.783	56%	62%	\$16.573	\$22.132	\$26.569
254	04	Park Naturalist	\$15.769	59%	62%	\$16.573	\$22.132	\$26.569
255	04	Park Ranger	\$12.629	76%	100%	\$16.573	\$13.805	\$16.572
256	04	Park Ranger	\$12.630	76%	100%	\$16.573	\$13.805	\$16.572
257	04	Park Ranger	\$12.630	76%	100%	\$16.573	\$13.805	\$16.572
258	04	Park Ranger	\$12.630	76%	100%	\$16.573	\$13.805	\$16.572
259	04	Park Ranger	\$12.630	76%	100%	\$16.573	\$13.805	\$16.572
260	04	Park Ranger	\$12.630	76%	100%	\$16.573	\$13.805	\$16.572
261	04	Park Ranger	\$12.630	76%	100%	\$16.573	\$13.805	\$16.572
262	04	Park Ranger	\$12.630	76%	100%	\$16.573	\$13.805	\$16.572
263	04	Park Ranger	\$13.399	81%	100%	\$16.573	\$13.805	\$16.572
264	04	Park Ranger	\$14.210	86%	100%	\$16.573	\$13.805	\$16.572
265	04	Park Ranger	\$14.636	88%	100%	\$16.573	\$13.805	\$16.572
266	04	Park Ranger	\$15.769	95%	100%	\$16.573	\$13.805	\$16.572
267	04	Park Ranger	\$15.769	95%	100%	\$16.573	\$13.805	\$16.572
268	04	Park Ranger	\$15.769	95%	100%	\$16.573	\$13.805	\$16.572
269	04	Park Ranger	\$15.769	95%	100%	\$16.573	\$13.805	\$16.572
270	04	Payroll Technician	\$12.539	70%	85%	\$15.243	\$14.974	\$17.976
271	04	Payroll Technician	\$13.584	76%	85%	\$15.243	\$14.974	\$17.976
272	04	Payroll Technician	\$16.844	94%	97%	\$17.349	\$14.974	\$17.976
273	04	Payroll Technician	\$14.799	82%	85%	\$15.243	\$14.974	\$17.976
274	04	Statistical Assistant	\$13.000	56%	68%	\$15.656	\$19.247	\$23.106
275	04	Statistical Assistant	\$14.715	64%	68%	\$15.656	\$19.247	\$23.106



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
276	05	Accountant	\$17.252	95%	98%	\$17.769	\$14.551	\$18.189
277	05	Administrative Specialist	\$18.718	94%	97%	\$19.280	\$15.924	\$19.905
278	05	Administrative Support Sup	\$19.984	84%	87%	\$20.584	\$18.970	\$23.712
279	05	Auditor	\$17.415	82%	88%	\$18.653	\$16.898	\$21.123
280	05	Biology Research Specialist	\$16.480	73%	86%	\$19.457	\$16.898	\$22.717
281	05	Biology Research Specialist	\$16.480	73%	86%	\$19.457	\$16.898	\$22.717
282	05	Biology Research Specialist	\$18.460	81%	86%	\$19.457	\$16.898	\$22.717
283	05	Biology Research Specialist	\$18.557	82%	86%	\$19.457	\$16.898	\$22.717
284	05	Biology Research Specialist	\$18.557	82%	86%	\$19.457	\$16.898	\$22.717
285	05	Biology Research Specialist	\$21.012	92%	95%	\$21.642	\$16.898	\$22.717
286	05	Biology Research Specialist	\$20.636	91%	94%	\$21.255	\$16.898	\$22.717
287	05	Biology Research Specialist	\$20.636	91%	94%	\$21.255	\$16.898	\$22.717
288	05	Biology Research Specialist	\$20.635	91%	94%	\$21.254	\$16.898	\$22.717
289	05	Biology Research Specialist	\$19.853	87%	90%	\$20.448	\$16.898	\$22.717
290	05	Biology Research Specialist	\$18.890	83%	86%	\$19.457	\$16.898	\$22.717
291	05	Biology Research Specialist	\$18.890	83%	86%	\$19.457	\$16.898	\$22.717
292	05	Budget Analyst	\$19.920	92%	94%	\$20.518	\$17.404	\$21.755
293	05	Budget Analyst	\$21.411	98%	100%	\$21.755	\$17.404	\$21.755
294	05	Budget Analyst	\$22.299	103%	no change		\$17.404	\$21.755
295	05	Civil Engineering Tech	\$20.800	82%	86%	\$21.845	\$20.383	\$25.479
296	05	Compliance Specialist	\$17.239	88%	91%	\$17.850	\$15.609	\$19.512
297	05	Conservation Spec	\$16.560	73%	86%	\$19.457	\$18.067	\$22.584
298	05	Conservation Spec	\$18.889	84%	86%	\$19.457	\$18.067	\$22.584
299	05	Conservation Spec	\$18.890	84%	86%	\$19.457	\$18.067	\$22.584
300	05	Conservation Spec	\$18.890	84%	86%	\$19.457	\$18.067	\$22.584
301	05	Conservation Technician	\$12.260	63%	82%	\$16.017	\$15.551	\$19.439
302	05	Conservation Technician	\$14.723	76%	82%	\$16.017	\$15.551	\$19.439
303	05	Conservation Technician	\$15.165	78%	82%	\$16.017	\$15.551	\$19.439
304	05	Conservation Technician	\$18.404	95%	98%	\$18.956	\$15.551	\$19.439
305	05	Conservation Technician	\$18.404	95%	98%	\$18.956	\$15.551	\$19.439
306	05	Conservation Technician	\$18.404	95%	98%	\$18.956	\$15.551	\$19.439
307	05	Conservation Technician	\$17.057	88%	90%	\$17.569	\$15.551	\$19.439
308	05	Conservation Technician	\$17.057	88%	90%	\$17.569	\$15.551	\$19.439
309	05	Conservation Technician	\$17.057	88%	90%	\$17.569	\$15.551	\$19.439
310	05	Conservation Technician	\$17.057	88%	90%	\$17.569	\$15.551	\$19.439
311	05	Conservation Technician	\$17.057	88%	90%	\$17.569	\$15.551	\$19.439
312	05	Conservation Technician	\$17.057	88%	90%	\$17.569	\$15.551	\$19.439
313	05	Conservation Technician	\$17.057	88%	90%	\$17.569	\$15.551	\$19.439
314	05	Conservation Technician	\$17.057	88%	90%	\$17.569	\$15.551	\$19.439



	A	B	C	D	I	J	K	L
3	Band	Position Title	Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
315	05	Conservation Technician	\$17.057	88%	90%	\$17.569	\$15.551	\$19.439
316	05	Conservation Technician	\$16.560	85%	88%	\$17.057	\$15.551	\$19.439
317	05	Conservation Technician	\$16.560	85%	88%	\$17.057	\$15.551	\$19.439
318	05	Conservation Technician	\$16.500	85%	87%	\$16.995	\$15.551	\$19.439
319	05	Conservation Technician	\$16.480	85%	87%	\$16.974	\$15.551	\$19.439
320	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
321	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
322	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
323	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
324	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
325	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
326	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
327	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
328	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
329	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
330	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
331	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
332	05	Conservation Technician	\$18.952	97%	100%	\$19.439	\$15.551	\$19.439
333	05	Conservation Technician	\$18.956	98%	100%	\$19.439	\$15.551	\$19.439
334	05	Conservation Technician	\$15.800	81%	84%	\$16.274	\$15.551	\$19.439
335	05	Conservation Technician	\$15.750	81%	83%	\$16.223	\$15.551	\$19.439
336	05	Conservation Technician	\$15.750	81%	83%	\$16.223	\$15.551	\$19.439
337	05	Conservation Technician	\$19.096	98%	100%	\$19.439	\$15.551	\$19.439
338	05	Database Analyst	\$22.000	88%	91%	\$22.660	\$20.000	\$25.000
339	05	Editor	\$15.680	83%	94%	\$17.654	\$15.068	\$18.835
340	05	Environmental Science Spc	\$14.620	75%	82%	\$16.011	\$15.545	\$19.431
341	05	Environmental Science Spc	\$15.750	81%	83%	\$16.223	\$15.545	\$19.431
342	05	Fish Culture Specialist	\$14.250	73%	91%	\$17.788	\$15.635	\$19.543
343	05	Fish Culture Specialist	\$15.020	77%	91%	\$17.788	\$15.635	\$19.543
344	05	Fish Culture Specialist	\$15.020	77%	91%	\$17.788	\$15.635	\$19.543
345	05	Fish Culture Specialist	\$16.660	85%	91%	\$17.788	\$15.635	\$19.543
346	05	Fish Culture Specialist	\$17.070	87%	91%	\$17.788	\$15.635	\$19.543
347	05	Fish Culture Specialist	\$17.075	87%	91%	\$17.788	\$15.635	\$19.543
348	05	Fish Culture Specialist	\$17.075	87%	91%	\$17.788	\$15.635	\$19.543
349	05	Fish Culture Specialist	\$17.075	87%	91%	\$17.788	\$15.635	\$19.543
350	05	Fish Culture Specialist	\$17.075	87%	91%	\$17.788	\$15.635	\$19.543
351	05	Fish Culture Specialist	\$17.160	88%	91%	\$17.788	\$15.635	\$19.543
352	05	Fish Culture Specialist	\$17.164	88%	91%	\$17.788	\$15.635	\$19.543
353	05	Fish Culture Specialist	\$17.164	88%	91%	\$17.788	\$15.635	\$19.543



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
354	05	Fish Culture Specialist	\$18.284	94%	96%	\$18.832	\$15.635	\$19.543
355	05	Fish Culture Specialist	\$18.217	93%	96%	\$18.763	\$15.635	\$19.543
356	05	Fish Culture Specialist	\$18.090	93%	95%	\$18.633	\$15.635	\$19.543
357	05	Fish Culture Specialist	\$18.090	93%	95%	\$18.633	\$15.635	\$19.543
358	05	Fish Culture Specialist	\$18.090	93%	95%	\$18.633	\$15.635	\$19.543
359	05	Fish Culture Specialist	\$19.961	102%	no change		\$15.635	\$19.543
360	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
361	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
362	05	Fish Wildlife Parks Warden	\$18.360	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
363	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
364	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
365	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
366	05	Fish Wildlife Parks Warden	\$20.321	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
367	05	Fish Wildlife Parks Warden	\$19.174	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
368	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
369	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
370	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
371	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
372	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
373	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
374	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
375	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
376	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
377	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
378	05	Fish Wildlife Parks Warden	\$19.174	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
379	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
380	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
381	05	Fish Wildlife Parks Warden	\$19.174	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
382	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
383	05	Fish Wildlife Parks Warden	\$19.174	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
384	05	Fish Wildlife Parks Warden	\$19.174	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
385	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
386	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
387	05	Fish Wildlife Parks Warden	\$19.175	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
388	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
389	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
390	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
391	05	Fish Wildlife Parks Warden	\$21.330	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
392	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
393	05	Fish Wildlife Parks Warden	\$19.174	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
394	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
395	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
396	05	Fish Wildlife Parks Warden	\$19.175	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
397	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
398	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
399	05	Fish Wildlife Parks Warden	\$19.174	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
400	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
401	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
402	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
403	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
404	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
405	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
406	05	Fish Wildlife Parks Warden	\$19.174	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
407	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
408	05	Fish Wildlife Parks Warden	\$19.175	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
409	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
410	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
411	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
412	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
413	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
414	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
415	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
416	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
417	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
418	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
419	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
420	05	Fish Wildlife Parks Warden	\$19.790	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
421	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
422	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
423	05	Fish Wildlife Parks Warden	\$19.175	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
424	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
425	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
426	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
427	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
428	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
429	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
430	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
431	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	



	A	B	C	D	I	J	K	L
3	Band	Position Title	Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
432	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
433	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
434	05	Fish Wildlife Parks Warden	\$21.016	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
435	05	Fish Wildlife Parks Warden	\$17.630	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
436	05	Fish Wildlife Parks Warden	\$18.369	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
437	05	Fish Wildlife Parks Warden	\$19.174	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
438	05	Grants Contracts Coordinator	\$16.500	83%	85%	\$16.995	\$15.924	\$19.905
439	05	Graphic Designer	\$16.923	98%	100%	\$17.308	\$13.846	\$17.308
440	05	Graphic Designer	\$18.598	107%	no change		\$13.846	\$17.308
441	05	Maintenance Worker - Foreman	\$15.740	76%	88%	\$18.128	\$16.480	\$20.600
442	05	Maintenance Worker - Foreman	\$15.740	76%	88%	\$18.128	\$16.480	\$20.600
443	05	Maintenance Worker - Foreman	\$15.740	76%	88%	\$18.128	\$16.480	\$20.600
444	05	Maintenance Worker - Foreman	\$15.740	76%	88%	\$18.128	\$16.480	\$20.600
445	05	Maintenance Worker - Foreman	\$15.740	76%	88%	\$18.128	\$16.480	\$20.600
446	05	Maintenance Worker - Foreman	\$15.749	76%	88%	\$18.128	\$16.480	\$20.600
447	05	Maintenance Worker - Foreman	\$19.683	96%	98%	\$20.273	\$16.480	\$20.600
448	05	Maintenance Worker -Foreman	\$19.683	96%	98%	\$20.273	\$16.480	\$20.600
449	05	Mechanic Maintenance SupMgr	\$19.680	81%	88%	\$21.280	\$19.386	\$24.232
450	05	Mechanic Maintenance SupMgr	\$19.700	81%	88%	\$21.280	\$19.386	\$24.232
451	05	Museum Exhibit Specialist	\$17.745	81%	84%	\$18.278	\$17.476	\$21.845
452	05	Operations Research Analyst	\$17.440	77%	87%	\$19.725	\$18.221	\$22.776
453	05	Operations Research Analyst	\$17.448	77%	87%	\$19.725	\$18.221	\$22.776
454	05	Operations Research Analyst	\$18.535	81%	87%	\$19.725	\$18.221	\$22.776
455	05	Operations Research Analyst	\$18.984	83%	87%	\$19.725	\$18.221	\$22.776
456	05	Operations Research Analyst	\$20.538	90%	93%	\$21.154	\$18.221	\$22.776
457	05	Operations Research Analyst	\$19.733	87%	89%	\$20.325	\$18.221	\$22.776
458	05	Paralegal Legal Assistant	\$17.005	85%	97%	\$19.271	\$15.961	\$19.951
459	05	Parks Management Specialist	\$17.470	66%	91%	\$24.267	\$21.276	\$26.595
460	05	Parks Management Specialist	\$17.990	68%	91%	\$24.267	\$21.276	\$26.595
461	05	Parks Management Specialist	\$19.080	72%	91%	\$24.267	\$21.276	\$26.595
462	05	Parks Management Specialist	\$19.680	74%	91%	\$24.267	\$21.276	\$26.595
463	05	Parks Management Specialist	\$20.140	76%	91%	\$24.267	\$21.276	\$26.595
464	05	Parks Management Specialist	\$20.140	76%	91%	\$24.267	\$21.276	\$26.595
465	05	Parks Management Specialist	\$20.140	76%	91%	\$24.267	\$21.276	\$26.595
466	05	Parks Management Specialist	\$21.177	80%	91%	\$24.267	\$21.276	\$26.595
467	05	Parks Management Specialist	\$21.177	80%	91%	\$24.267	\$21.276	\$26.595
468	05	Parks Management Specialist	\$21.177	80%	91%	\$24.267	\$21.276	\$26.595
469	05	Parks Management Specialist	\$21.177	80%	91%	\$24.267	\$21.276	\$26.595
470	05	Parks Management Specialist	\$21.232	80%	91%	\$24.267	\$21.276	\$26.595



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
471	05	Parks Management Specialist	\$21.412	81%	91%	\$24.267	\$21.276	\$26.595
472	05	Parks Management Specialist	\$21.583	81%	91%	\$24.267	\$21.276	\$26.595
473	05	Parks Ranger	\$17.471	66%	82%	\$21.785	\$21.276	\$26.595
474	05	Parks Ranger	\$17.990	68%	82%	\$21.785	\$21.276	\$26.595
475	05	Parks Ranger	\$17.994	68%	82%	\$21.785	\$21.276	\$26.595
476	05	Parks Ranger	\$17.994	68%	82%	\$21.785	\$21.276	\$26.595
477	05	Parks Ranger	\$19.652	74%	82%	\$21.785	\$21.276	\$26.595
478	05	Parks Ranger	\$20.140	76%	82%	\$21.785	\$21.276	\$26.595
479	05	Parks Ranger	\$21.595	81%	84%	\$22.243	\$21.276	\$26.595
480	05	Parks Ranger	\$21.177	80%	82%	\$21.812	\$21.276	\$26.595
481	05	Parks Ranger	\$21.177	80%	82%	\$21.812	\$21.276	\$26.595
482	05	Program Specialist	\$16.960	82%	94%	\$19.457	\$16.480	\$20.600
483	05	Program Specialist	\$17.471	85%	94%	\$19.457	\$16.480	\$20.600
484	05	Program Specialist	\$17.994	87%	94%	\$19.457	\$16.480	\$20.600
485	05	Program Specialist	\$17.995	87%	94%	\$19.457	\$16.480	\$20.600
486	05	Program Specialist	\$19.390	94%	97%	\$19.972	\$16.480	\$20.600
487	05	Program Specialist	\$19.390	94%	97%	\$19.972	\$16.480	\$20.600
488	05	Program Specialist	\$19.390	94%	97%	\$19.972	\$16.480	\$20.600
489	05	Program Specialist	\$19.390	94%	97%	\$19.972	\$16.480	\$20.600
490	05	Program Specialist	\$19.390	94%	97%	\$19.972	\$16.480	\$20.600
491	05	Program Specialist	\$19.390	94%	97%	\$19.972	\$16.480	\$20.600
492	05	Program Specialist	\$19.683	96%	97%	\$19.972	\$16.480	\$20.600
493	05	Program Specialist	\$21.580	105%	no change		\$16.480	\$20.600
494	05	Program Specialist	\$21.587	105%	no change		\$16.480	\$20.600
495	05	Program Specialist	\$21.177	103%	no change		\$16.480	\$20.600
496	05	Program Specialist	\$20.340	99%	no change		\$16.480	\$20.600
497	05	Purchasing Agent	\$19.264	92%	95%	\$19.842	\$16.682	\$20.852
498	05	Water Conservation Specialist	\$18.355	78%	82%	\$19.340	\$18.783	\$23.478
499	06	Administrative Specialist	\$19.860	83%	92%	\$21.939	\$19.109	\$23.886
500	06	Administrative Specialist	\$22.462	94%	102%	\$24.463	\$19.109	\$23.886
501	06	Aircraft Pilot	\$24.660	83%	98%	\$29.180	\$23.809	\$29.761
502	06	Aircraft Pilot	\$27.687	93%	98%	\$29.180	\$23.809	\$29.761
503	06	Aircraft Pilot	\$27.690	93%	98%	\$29.180	\$23.809	\$29.761
504	06	Aircraft Pilot	\$29.700	100%	no change		\$23.809	\$29.761
505	06	Budget Analyst	\$23.923	92%	94%	\$24.617	\$20.885	\$26.106
506	06	Budget Analyst	\$23.923	92%	94%	\$24.617	\$20.885	\$26.106
507	06	Budget Analyst	\$25.699	98%	no change		\$20.885	\$26.106
508	06	Business Operations Sup	\$23.125	80%	91%	\$26.203	\$23.122	\$28.902
509	06	Civil Engineering Specialist	\$24.939	86%	98%	\$28.294	\$23.192	\$28.990



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
510	06	Civil Engineering Specialist	\$25.688	89%	98%	\$28.294	\$23.192	\$28.990
511	06	Civil Engineering Specialist	\$25.688	89%	98%	\$28.294	\$23.192	\$28.990
512	06	Civil Engineering Specialist	\$25.964	90%	98%	\$28.294	\$23.192	\$28.990
513	06	Civil Engineering Specialist	\$28.900	100%	100%	\$28.990	\$23.192	\$28.990
514	06	Civil Engineering Specialist	\$28.900	100%	100%	\$28.990	\$23.192	\$28.990
515	06	Computer Application Engineer	\$24.661	79%	87%	\$27.244	\$25.019	\$31.274
516	06	Computer Application Engineer	\$25.400	81%	87%	\$27.244	\$25.019	\$31.274
517	06	Computer Application Engineer	\$26.162	84%	87%	\$27.244	\$25.019	\$31.274
518	06	Computer Application Engineer	\$30.282	97%	100%	\$31.190	\$25.019	\$31.274
519	06	Computer Application Engineer	\$29.633	95%	98%	\$30.522	\$25.019	\$31.274
520	06	Computer Application Engineer	\$28.513	91%	94%	\$29.369	\$25.019	\$31.274
521	06	Computer Application Engineer	\$28.222	90%	93%	\$29.069	\$25.019	\$31.274
522	06	Computer Application Engineer	\$27.402	88%	90%	\$28.224	\$25.019	\$31.274
523	06	Computer Application Engineer	\$27.400	88%	90%	\$28.222	\$25.019	\$31.274
524	06	Computer Application Engineer	\$30.528	98%	100%	\$31.274	\$25.019	\$31.274
525	06	Computer Application Engineer	\$31.600	101%	no change		\$25.019	\$31.274
526	06	Computer Security Specialist	\$20.500	80%	92%	\$23.721	\$20.516	\$25.645
527	06	Computer Supervisor	\$28.490	104%	no change		\$21.882	\$27.352
528	06	Computer Systems Analyst	\$24.725	88%	96%	\$26.996	\$22.596	\$28.245
529	06	Computer Systems Analyst	\$25.197	89%	96%	\$26.996	\$22.596	\$28.245
530	06	Crime Investigator	\$19.175	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
531	06	Crime Investigator	\$24.163	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
532	06	Crime Investigator	\$24.162	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
533	06	Crime Investigator	\$24.158	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
534	06	Crime Investigator	\$24.158	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
535	06	Crime Investigator	\$24.158	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
536	06	Crime Investigator	\$24.158	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
537	06	Crime Investigator	\$24.157	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
538	06	Crime Investigator	\$24.152	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
539	06	Crime Investigator	\$24.152	#DIV/0!	#DIV/0!	\$0.000	Pending negotiations	
540	06	Editor	\$25.408	135%	135%	\$25.410	\$15.068	\$18.835
541	06	Financial Operations Sup/Mgr	\$24.350	75%	82%	\$26.930	\$26.146	\$32.682
542	06	Fish Culture Specialist	\$18.780	80%	95%	\$22.217	\$18.762	\$23.452
543	06	Fish Culture Specialist	\$18.785	80%	95%	\$22.217	\$18.762	\$23.452
544	06	Fish Culture Specialist	\$18.786	80%	95%	\$22.217	\$18.762	\$23.452
545	06	Fish Culture Specialist	\$20.989	89%	95%	\$22.217	\$18.762	\$23.452
546	06	Fish Culture Specialist	\$21.100	90%	95%	\$22.217	\$18.762	\$23.452
547	06	Fish Culture Specialist	\$21.101	90%	95%	\$22.217	\$18.762	\$23.452
548	06	Fish Culture Specialist	\$21.409	91%	95%	\$22.217	\$18.762	\$23.452



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
549	06	Fish Culture Specialist	\$22.039	94%	97%	\$22.700	\$18.762	\$23.452
550	06	Fish Culture Specialist	\$22.037	94%	97%	\$22.698	\$18.762	\$23.452
551	06	Fish Culture Specialist	\$21.879	93%	96%	\$22.535	\$18.762	\$23.452
552	06	Fish Culture Specialist	\$24.040	103%	no change		\$18.762	\$23.452
553	06	Fish Wildlife Biologist	\$16.560	64%	82%	\$21.383	\$20.760	\$25.950
554	06	Fish Wildlife Biologist	\$16.560	64%	82%	\$21.383	\$20.760	\$25.950
555	06	Fish Wildlife Biologist	\$16.560	64%	82%	\$21.383	\$20.760	\$25.950
556	06	Fish Wildlife Biologist	\$16.560	64%	82%	\$21.383	\$20.760	\$25.950
557	06	Fish Wildlife Biologist	\$16.565	64%	82%	\$21.383	\$20.760	\$25.950
558	06	Fish Wildlife Biologist	\$16.565	64%	82%	\$21.383	\$20.760	\$25.950
559	06	Fish Wildlife Biologist	\$16.565	64%	82%	\$21.383	\$20.760	\$25.950
560	06	Fish Wildlife Biologist	\$16.565	64%	82%	\$21.383	\$20.760	\$25.950
561	06	Fish Wildlife Biologist	\$16.565	64%	82%	\$21.383	\$20.760	\$25.950
562	06	Fish Wildlife Biologist	\$16.565	64%	82%	\$21.383	\$20.760	\$25.950
563	06	Fish Wildlife Biologist	\$16.565	64%	82%	\$21.383	\$20.760	\$25.950
564	06	Fish Wildlife Biologist	\$16.565	64%	82%	\$21.383	\$20.760	\$25.950
565	06	Fish Wildlife Biologist	\$16.565	64%	82%	\$21.383	\$20.760	\$25.950
566	06	Fish Wildlife Biologist	\$17.057	66%	82%	\$21.383	\$20.760	\$25.950
567	06	Fish Wildlife Biologist	\$17.062	66%	82%	\$21.383	\$20.760	\$25.950
568	06	Fish Wildlife Biologist	\$17.062	66%	82%	\$21.383	\$20.760	\$25.950
569	06	Fish Wildlife Biologist	\$17.062	66%	82%	\$21.383	\$20.760	\$25.950
570	06	Fish Wildlife Biologist	\$17.062	66%	82%	\$21.383	\$20.760	\$25.950
571	06	Fish Wildlife Biologist	\$17.062	66%	82%	\$21.383	\$20.760	\$25.950
572	06	Fish Wildlife Biologist	\$17.388	67%	82%	\$21.383	\$20.760	\$25.950
573	06	Fish Wildlife Biologist	\$17.910	69%	82%	\$21.383	\$20.760	\$25.950
574	06	Fish Wildlife Biologist	\$18.952	73%	82%	\$21.383	\$20.760	\$25.950
575	06	Fish Wildlife Biologist	\$19.195	74%	82%	\$21.383	\$20.760	\$25.950
576	06	Fish Wildlife Biologist	\$19.195	74%	82%	\$21.383	\$20.760	\$25.950
577	06	Fish Wildlife Biologist	\$19.195	74%	82%	\$21.383	\$20.760	\$25.950
578	06	Fish Wildlife Biologist	\$19.199	74%	82%	\$21.383	\$20.760	\$25.950
579	06	Fish Wildlife Biologist	\$19.199	74%	82%	\$21.383	\$20.760	\$25.950
580	06	Fish Wildlife Biologist	\$19.200	74%	82%	\$21.383	\$20.760	\$25.950
581	06	Fish Wildlife Biologist	\$19.660	76%	82%	\$21.383	\$20.760	\$25.950
582	06	Fish Wildlife Biologist	\$20.260	78%	82%	\$21.383	\$20.760	\$25.950
583	06	Fish Wildlife Biologist	\$20.260	78%	82%	\$21.383	\$20.760	\$25.950
584	06	Fish Wildlife Biologist	\$20.261	78%	82%	\$21.383	\$20.760	\$25.950
585	06	Fish Wildlife Biologist	\$20.261	78%	82%	\$21.383	\$20.760	\$25.950
586	06	Fish Wildlife Biologist	\$20.261	78%	82%	\$21.383	\$20.760	\$25.950
587	06	Fish Wildlife Biologist	\$20.261	78%	82%	\$21.383	\$20.760	\$25.950



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
588	06	Fish Wildlife Biologist	\$20.261	78%	82%	\$21.383	\$20.760	\$25.950
589	06	Fish Wildlife Biologist	\$20.707	80%	82%	\$21.383	\$20.760	\$25.950
590	06	Fish Wildlife Biologist	\$20.707	80%	82%	\$21.383	\$20.760	\$25.950
591	06	Fish Wildlife Biologist	\$21.740	84%	86%	\$22.392	\$20.760	\$25.950
592	06	Fish Wildlife Biologist	\$21.534	83%	85%	\$22.180	\$20.760	\$25.950
593	06	Fish Wildlife Biologist	\$21.534	83%	85%	\$22.180	\$20.760	\$25.950
594	06	Fish Wildlife Biologist	\$21.534	83%	85%	\$22.180	\$20.760	\$25.950
595	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
596	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
597	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
598	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
599	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
600	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
601	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
602	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
603	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
604	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
605	06	Fish Wildlife Biologist	\$21.493	83%	85%	\$22.138	\$20.760	\$25.950
606	06	Fish Wildlife Biologist	\$21.331	82%	85%	\$21.971	\$20.760	\$25.950
607	06	Fish Wildlife Biologist	\$23.206	89%	92%	\$23.750	\$20.760	\$25.950
608	06	Fish Wildlife Biologist	\$23.206	89%	92%	\$23.750	\$20.760	\$25.950
609	06	Fish Wildlife Biologist	\$23.206	89%	92%	\$23.750	\$20.760	\$25.950
610	06	Fish Wildlife Biologist	\$23.206	89%	92%	\$23.750	\$20.760	\$25.950
611	06	Fish Wildlife Biologist	\$23.403	90%	92%	\$23.750	\$20.760	\$25.950
612	06	Fish Wildlife Biologist	\$23.403	90%	92%	\$23.750	\$20.760	\$25.950
613	06	Fish Wildlife Biologist	\$23.529	91%	92%	\$23.750	\$20.760	\$25.950
614	06	Fish Wildlife Biologist	\$23.584	91%	92%	\$23.750	\$20.760	\$25.950
615	06	Fish Wildlife Biologist	\$23.584	91%	92%	\$23.750	\$20.760	\$25.950
616	06	Fish Wildlife Biologist	\$23.584	91%	92%	\$23.750	\$20.760	\$25.950
617	06	Fish Wildlife Biologist	\$23.584	91%	92%	\$23.750	\$20.760	\$25.950
618	06	Fish Wildlife Biologist	\$23.584	91%	92%	\$23.750	\$20.760	\$25.950
619	06	Fish Wildlife Biologist	\$23.584	91%	92%	\$23.750	\$20.760	\$25.950
620	06	Fish Wildlife Biologist	\$23.584	91%	92%	\$23.750	\$20.760	\$25.950
621	06	Fish Wildlife Biologist	\$23.584	91%	92%	\$23.750	\$20.760	\$25.950
622	06	Fish Wildlife Biologist	\$23.608	91%	92%	\$23.750	\$20.760	\$25.950
623	06	Fish Wildlife Biologist	\$23.615	91%	92%	\$23.750	\$20.760	\$25.950
624	06	Fish Wildlife Biologist	\$23.616	91%	92%	\$23.750	\$20.760	\$25.950
625	06	Fish Wildlife Biologist	\$23.616	91%	92%	\$23.750	\$20.760	\$25.950
626	06	Fish Wildlife Biologist	\$23.616	91%	92%	\$23.750	\$20.760	\$25.950



	A	B	C	D	I	J	K	L
3	Band	Position Title	Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
627	06	Fish Wildlife Biologist	\$23.616	91%	92%	\$23.750	\$20.760	\$25.950
628	06	Fish Wildlife Biologist	\$23.616	91%	92%	\$23.750	\$20.760	\$25.950
629	06	Fish Wildlife Biologist	\$23.616	91%	92%	\$23.750	\$20.760	\$25.950
630	06	Fish Wildlife Biologist	\$23.616	91%	92%	\$23.750	\$20.760	\$25.950
631	06	Fish Wildlife Biologist	\$23.616	91%	92%	\$23.750	\$20.760	\$25.950
632	06	Fish Wildlife Biologist	\$23.616	91%	92%	\$23.750	\$20.760	\$25.950
633	06	Fish Wildlife Biologist	\$25.496	98%	no change		\$20.760	\$25.950
634	06	Fish Wildlife Biologist	\$24.494	94%	no change		\$20.760	\$25.950
635	06	Fish Wildlife Biologist	\$23.852	92%	no change		\$20.760	\$25.950
636	06	Fish Wildlife Park Warden Cpt	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
637	06	Fish Wildlife Park Warden Cpt	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
638	06	Fish Wildlife Park Warden Cpt	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
639	06	Fish Wildlife Park Warden Cpt	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
640	06	Fish Wildlife Park Warden Cpt	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
641	06	Fish Wildlife Park Warden Cpt	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
642	06	Fish Wildlife Park Warden Cpt	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
643	06	Fish Wildlife Park Warden Sgt	\$23.855	74%	81%	\$26.183	\$25.808	\$32.260
644	06	Fish Wildlife Park Warden Sgt	\$23.860	74%	81%	\$26.183	\$25.808	\$32.260
645	06	Fish Wildlife Park Warden Sgt	\$23.860	74%	81%	\$26.183	\$25.808	\$32.260
646	06	Fish Wildlife Park Warden Sgt	\$24.333	75%	81%	\$26.183	\$25.808	\$32.260
647	06	Fish Wildlife Park Warden Sgt	\$24.333	75%	81%	\$26.183	\$25.808	\$32.260
648	06	Fish Wildlife Park Warden Sgt	\$24.333	75%	81%	\$26.183	\$25.808	\$32.260
649	06	Fish Wildlife Park Warden Sgt	\$24.333	75%	81%	\$26.183	\$25.808	\$32.260
650	06	Fish Wildlife Park Warden Sgt	\$24.333	75%	81%	\$26.183	\$25.808	\$32.260
651	06	Fish Wildlife Park Warden Sgt	\$24.333	75%	81%	\$26.183	\$25.808	\$32.260
652	06	Fish Wildlife Park Warden Sgt	\$24.333	75%	81%	\$26.183	\$25.808	\$32.260
653	06	Fish Wildlife Park Warden Sgt	\$23.854	74%	81%	\$26.183	\$25.808	\$32.260
654	06	Historical Specialist	\$19.963	91%	96%	\$21.156	\$17.616	\$22.020
655	06	Human Resource Specialist	\$22.004	92%	95%	\$22.664	\$19.115	\$23.894
656	06	Instructional Coordinator	\$23.268	88%	100%	\$26.574	\$21.161	\$26.451
657	06	Instructional Coordinator	\$24.250	92%	100%	\$26.574	\$21.161	\$26.451
658	06	Instructional Coordinator	\$23.046	87%	90%	\$23.738	\$21.161	\$26.451
659	06	Instructional Coordinator	\$24.906	94%	no change		\$21.161	\$26.451
660	06	Land Agent	\$23.475	71%	75%	\$24.813	\$26.603	\$33.253
661	06	Land Agent	\$24.712	74%	77%	\$25.453	\$26.603	\$33.253
662	06	Network Systems Analyst	\$19.848	70%	86%	\$24.483	\$22.692	\$28.365
663	06	Network Systems Analyst	\$20.443	72%	86%	\$24.483	\$22.692	\$28.365
664	06	Network Systems Analyst	\$21.057	74%	86%	\$24.483	\$22.692	\$28.365
665	06	Network Systems Analyst	\$21.057	74%	86%	\$24.483	\$22.692	\$28.365



	A	B	C	D	I	J	K	L
3	Band	Position Title	Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
666	06	Network Systems Analyst	\$22.999	81%	86%	\$24.483	\$22.692	\$28.365
667	06	Network Systems Analyst	\$22.999	81%	86%	\$24.483	\$22.692	\$28.365
668	06	Network Systems Analyst	\$22.999	81%	86%	\$24.483	\$22.692	\$28.365
669	06	Network Systems Analyst	\$24.277	86%	88%	\$25.005	\$22.692	\$28.365
670	06	Network Systems Analyst	\$26.832	95%	no change		\$22.692	\$28.365
671	06	Operations Research Analyst	\$23.214	85%	87%	\$23.911	\$21.865	\$27.332
672	06	Operations Research Analyst	\$23.600	86%	no change		\$21.865	\$27.332
673	06	Planner	\$20.000	70%	83%	\$23.896	\$23.002	\$28.752
674	06	Planner	\$20.094	70%	83%	\$23.896	\$23.002	\$28.752
675	06	Program Manager	\$26.750	66%	80%	\$32.641	\$31.691	\$40.577
676	06	Program Manager	\$26.755	66%	80%	\$32.641	\$31.691	\$40.577
677	06	Program Manager	\$28.241	70%	80%	\$32.641	\$31.691	\$40.577
678	06	Program Manager	\$29.700	73%	80%	\$32.641	\$31.691	\$40.577
679	06	Program Manager	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
680	06	Program Manager	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
681	06	Program Manager	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
682	06	Program Manager	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
683	06	Program Manager	\$29.701	73%	80%	\$32.641	\$31.691	\$40.577
684	06	Program Manager	\$29.702	73%	80%	\$32.641	\$31.691	\$40.577
685	06	Program Manager	\$29.702	73%	80%	\$32.641	\$31.691	\$40.577
686	06	Program Manager	\$29.702	73%	80%	\$32.641	\$31.691	\$40.577
687	06	Program Manager	\$29.702	73%	80%	\$32.641	\$31.691	\$40.577
688	06	Program Manager	\$29.703	73%	80%	\$32.641	\$31.691	\$40.577
689	06	Program Specialist	\$18.610	75%	93%	\$23.093	\$19.776	\$24.720
690	06	Program Specialist	\$20.670	84%	93%	\$23.093	\$19.776	\$24.720
691	06	Program Specialist	\$21.412	87%	93%	\$23.093	\$19.776	\$24.720
692	06	Program Specialist	\$21.733	88%	93%	\$23.093	\$19.776	\$24.720
693	06	Program Specialist	\$22.100	89%	93%	\$23.093	\$19.776	\$24.720
694	06	Program Specialist	\$22.105	89%	93%	\$23.093	\$19.776	\$24.720
695	06	Program Specialist	\$23.132	94%	96%	\$23.826	\$19.776	\$24.720
696	06	Program Specialist	\$24.552	99%	100%	\$24.720	\$19.776	\$24.720
697	06	Program Specialist	\$29.701	120%	no change		\$19.776	\$24.720
698	06	Program Specialist	\$29.701	120%	no change		\$19.776	\$24.720
699	06	Public Relations Specialist	\$20.270	88%	95%	\$21.888	\$18.455	\$23.069
700	06	Public Relations Specialist	\$21.391	93%	96%	\$22.033	\$18.455	\$23.069
701	06	Public Relations Specialist	\$23.497	102%	no change		\$18.455	\$23.069
702	06	Public Relations Specialist	\$23.120	100%	no change		\$18.455	\$23.069
703	06	Statistician	\$19.941	85%	100%	\$23.309	\$18.692	\$23.365
704	06	Statistician	\$25.700	110%	no change		\$18.692	\$23.365



	A	B	C	D	I	J	K	L
3	Band	Position Title	Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
705	06	Statistician	\$24.038	103%	no change		\$18.692	\$23.365
706	06	Training Development Spc	\$20.926	91%	94%	\$21.554	\$18.408	\$23.011
707	06	Water Conservation Specialist	\$22.450	80%	82%	\$23.215	\$22.539	\$28.174
708	06	Web Developer	\$24.370	86%	89%	\$25.101	\$22.654	\$28.317
709	07	Computer Information Sys Mgr	\$34.402	78%	80%	\$35.500	\$34.466	\$44.131
710	07	Computer Information Sys Mgr	\$35.154	80%	82%	\$36.209	\$34.466	\$44.131
711	07	Database Analyst	\$30.643	85%	90%	\$32.466	\$28.115	\$36.000
712	07	Education Program Admin	\$29.702	72%	79%	\$32.642	\$32.141	\$41.154
713	07	Engineering Supervisor Manager	\$33.269	88%	91%	\$34.267	\$29.475	\$37.740
714	07	Engineering Supervisor Manager	\$30.565	81%	83%	\$31.481	\$29.475	\$37.740
715	07	Environmental Science Spc	\$22.587	73%	80%	\$25.050	\$24.320	\$31.140
716	07	Financial Examiner	\$28.154	89%	92%	\$28.999	\$24.656	\$31.570
717	07	Financial Manager	\$32.831	81%	83%	\$33.816	\$31.841	\$40.769
718	07	Fish Wildlife Biologist	\$26.227	84%	87%	\$27.013	\$24.320	\$31.140
719	07	Fish Wildlife Biologist	\$25.799	83%	85%	\$26.573	\$24.320	\$31.140
720	07	Fish Wildlife Biologist	\$25.799	83%	85%	\$26.573	\$24.320	\$31.140
721	07	Fish Wildlife Biologist	\$25.799	83%	85%	\$26.573	\$24.320	\$31.140
722	07	Fish Wildlife Biologist	\$25.758	83%	85%	\$26.531	\$24.320	\$31.140
723	07	Fish Wildlife Biologist	\$24.868	80%	82%	\$25.614	\$24.320	\$31.140
724	07	Fish Wildlife Biologist	\$24.310	78%	80%	\$25.050	\$24.320	\$31.140
725	07	Fish Wildlife Biologist	\$24.310	78%	80%	\$25.050	\$24.320	\$31.140
726	07	Fish Wildlife Biologist	\$24.314	78%	80%	\$25.050	\$24.320	\$31.140
727	07	Fish Wildlife Biologist	\$26.912	86%	88%	\$27.310	\$24.320	\$31.140
728	07	Fish Wildlife Biologist	\$26.913	86%	88%	\$27.310	\$24.320	\$31.140
729	07	Human Resource Manager	\$32.022	89%	93%	\$33.300	\$28.048	\$35.913
730	07	Lawyer	\$31.831	69%	71%	\$32.786	\$36.041	\$46.148
731	07	Lawyer	\$31.831	69%	71%	\$32.786	\$36.041	\$46.148
732	07	Lawyer	\$31.831	69%	71%	\$32.786	\$36.041	\$46.148
733	07	Management Analyst	\$36.036	118%	no change		\$23.880	\$30.576
734	07	Operations Manager	\$30.560	64%	80%	\$38.326	\$37.210	\$47.644
735	07	Operations Manager	\$32.933	69%	80%	\$38.326	\$37.210	\$47.644
736	07	Operations Manager	\$32.933	69%	80%	\$38.326	\$37.210	\$47.644
737	07	Operations Manager	\$32.934	69%	80%	\$38.326	\$37.210	\$47.644
738	07	Operations Manager	\$32.934	69%	80%	\$38.326	\$37.210	\$47.644
739	07	Operations Manager	\$32.934	69%	80%	\$38.326	\$37.210	\$47.644
740	07	Operations Manager	\$32.934	69%	80%	\$38.326	\$37.210	\$47.644
741	07	Operations Manager	\$32.934	69%	80%	\$38.326	\$37.210	\$47.644
742	07	Program Manager	\$29.701	75%	83%	\$32.641	\$30.768	\$39.396
743	07	Program Manager	\$30.570	78%	83%	\$32.641	\$30.768	\$39.396



	A	B	C	D	I	J	K	L
3	Band	Position Title	Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
744	07	Program Specialist	\$26.276	89%	95%	\$28.284	\$23.163	\$29.663
745	07	Program Specialist	\$28.185	95%	98%	\$29.030	\$23.163	\$29.663
746	07	Program Specialist	\$27.920	94%	97%	\$28.758	\$23.163	\$29.663
747	07	Project Facilitation Spec	\$29.088	89%	98%	\$31.889	\$25.525	\$32.683
748	07	Regulatory Program Manager	\$29.701	75%	83%	\$32.641	\$30.768	\$39.396
749	07	Regulatory Program Manager	\$29.701	75%	83%	\$32.641	\$30.768	\$39.396
750	07	Resource Conservation Mgr	\$26.450	65%	80%	\$32.642	\$31.691	\$40.577
751	07	Resource Conservation Mgr	\$29.080	72%	80%	\$32.642	\$31.691	\$40.577
752	07	Resource Conservation Mgr	\$29.088	72%	80%	\$32.642	\$31.691	\$40.577
753	07	Resource Conservation Mgr	\$29.088	72%	80%	\$32.642	\$31.691	\$40.577
754	07	Resource Conservation Mgr	\$29.088	72%	80%	\$32.642	\$31.691	\$40.577
755	07	Resource Conservation Mgr	\$29.088	72%	80%	\$32.642	\$31.691	\$40.577
756	07	Resource Conservation Mgr	\$29.088	72%	80%	\$32.642	\$31.691	\$40.577
757	07	Resource Conservation Mgr	\$29.088	72%	80%	\$32.642	\$31.691	\$40.577
758	07	Resource Conservation Mgr	\$29.088	72%	80%	\$32.642	\$31.691	\$40.577
759	07	Resource Conservation Mgr	\$29.088	72%	80%	\$32.642	\$31.691	\$40.577
760	07	Resource Conservation Mgr	\$29.088	72%	80%	\$32.642	\$31.691	\$40.577
761	07	Resource Conservation Mgr	\$29.701	73%	80%	\$32.642	\$31.691	\$40.577
762	07	Resource Conservation Mgr	\$29.701	73%	80%	\$32.642	\$31.691	\$40.577
763	07	Resource Conservation Mgr	\$29.701	73%	80%	\$32.642	\$31.691	\$40.577
764	07	Resource Conservation Mgr	\$29.701	73%	80%	\$32.642	\$31.691	\$40.577
765	07	Resource Conservation Mgr	\$29.701	73%	80%	\$32.642	\$31.691	\$40.577
766	07	Resource Conservation Mgr	\$29.701	73%	80%	\$32.642	\$31.691	\$40.577
767	07	Resource Conservation Mgr	\$29.701	73%	80%	\$32.642	\$31.691	\$40.577
768	07	Resource Conservation Mgr	\$29.705	73%	80%	\$32.642	\$31.691	\$40.577
769	07	Resource Conservation Mgr	\$29.728	73%	80%	\$32.642	\$31.691	\$40.577
770	07	Resource Conservation Mgr	\$29.728	73%	80%	\$32.642	\$31.691	\$40.577
771	07	Resource Conservation Mgr	\$29.728	73%	80%	\$32.642	\$31.691	\$40.577
772	07	Resource Conservation Mgr	\$29.728	73%	80%	\$32.642	\$31.691	\$40.577
773	07	Resource Conservation Mgr	\$34.424	85%	87%	\$35.457	\$31.691	\$40.577
774	07	Science Program Supr/Mgr	\$29.700	76%	80%	\$31.456	\$30.549	\$39.115
775	07	Science Program Sup/Mgr	\$27.032	69%	80%	\$31.456	\$30.549	\$39.115
776	07	Science Program Sup/Mgr	\$27.621	71%	80%	\$31.456	\$30.549	\$39.115
777	07	Training Manager	\$30.350	81%	84%	\$31.260	\$29.100	\$37.260
778	07	Veterinarian	\$25.000	69%	90%	\$32.641	\$28.262	\$36.188
779	07	Water Conservation Specialist	\$25.668	76%	80%	\$27.197	\$26.405	\$33.809
780	07	Water Conservation Specialist	\$25.668	76%	80%	\$27.197	\$26.405	\$33.809
781	07	Water Conservation Specialist	\$29.701	88%	no change		\$26.405	\$33.809
782	08	Lawyer (Chief Legal Counsel)	\$43.862	79%	79%	\$43.862	\$42.585	\$55.377



	A	B	C	D	I	J	K	L
			Initial Base Hourly Rate	Initial % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint
3	Band	Position Title						
783	08	Operations Manager	\$37.871	66%	77%	\$43.966	\$43.966	\$57.173
784	08	Operations Manager	\$39.670	69%	79%	\$45.200	\$43.966	\$57.173
785	08	Operations Manager	\$36.035	63%	72%	\$41.070	\$43.966	\$57.173
786	08	Operations Manager	\$36.036	63%	72%	\$41.070	\$43.966	\$57.173
787	08	Operations Manager	\$36.036	63%	72%	\$41.070	\$43.966	\$57.173
788	08	Operations Manager	\$36.036	63%	72%	\$41.070	\$43.966	\$57.173
789	08	Operations Manager	\$36.036	63%	72%	\$41.070	\$43.966	\$57.173
790	08	Operations Manager	\$36.036	63%	72%	\$41.070	\$43.966	\$57.173
791	09	Operations Manager	\$41.109	60%	68%	\$46.360	\$52.759	\$68.608